



GARDEN GROVE
EDUCATION ASSOCIATION
REPRESENTATIVE COUNCIL
AGENDA



REGULAR MEETING: **3:30 PM- January 24, 2017**

GGEA Office 12966 Euclid St. Suite 100, Garden Grove

DETERMINATION OF QUORUM

I. CALL TO ORDER / ADOPTION OF AGENDA

II. MEMBER COMMENTS

III. APPROVAL OF MINUTES

IV. PRESIDENT'S REPORT

V. TREASURER'S REPORT

VI. EXECUTIVE DIRECTOR'S REPORT

VII. NETWORKING

VIII. NEW BUSINESS/ INFORMATION

- A. California Casualty
- B. Review Survey

IX. REPORTS

- A. Leadership
- B. Membership
- C. Negotiations
- D. Segments
- E. Committees

X. OTHER

XI. ADJOURNMENT

Announcements

- 1/26 Job Share Meet and Greet 3:30
- 1/27-29 CTA State Council in Los Angeles
- 1/30 NEA Declaration of Candidacy due 5 PM
- 1/30 Bargaining
- 2/3 Non Student Day
- 2/7 Board Mid Year Review Release Day
- 2/7 GGUSD School Board Mtg.
- 2/13 Lincoln Holiday
- 2/14 Segments



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Board of Directors** of the Garden Grove Education Association, Inc. was called to order at 3:33 p.m. on Tuesday, Dec. 6, 2016 at the GGEA Office by President Tina Gurney.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Tina Gurney, Kelly Nolan, Bridget Holdermann, Thanh Nguyen, Rebecca Koopowitz, Stefan M. Dirghalli, Mike Greer, David Van Hoorebeke, Mark Sanchez, Lucy Farmer, Debi Coleman, Karyn Lui-Silverberg, Susan Hansen and Armon Akerboom (Executive Director).

APPROVAL OF MINUTES The Board approved the Minutes for the Board of Directors dated Nov. 15, 2016. The Board accepted the Minutes for the Representative Council dated Nov. 29, 2016 as amended.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: met with vocal music teachers; met with SPED committee; attended the CTA School Board dinner along with GGEA board members Kelly Nolan, Bridget Holdermann, & Koop; working on dates for Unconscious Bias Training Introductory Workshop for GGEA Board and district personnel.

TREASURER'S REPORT:

RESOLVED: I move that the Board of Directors accepts and refers the November 2016 Treasurer's report. Motion by Thanh Nguyen; second by Karyn Lui-Silverberg. Motion approved.

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received. Topics covered: referring questions to CTA legal regarding new California laws passed during this past election.

OLD BUSINESS:

- A. School Climate update
 - a. Finalized plans for school that needs help
 - b. Shared information from Principal/Rep Training
- B. Reviewed 1st draft of GGEA Climate Survey regarding questions about the district office

NEW BUSINESS:

- A. Took Holiday photo
- B. Finalized party plans

RESOLVED: I move that the Board of Directors approves a donation of \$200 to Reaching for the Cure Team Running with Todd. This motion requires the expenditure of Association funds as budgeted in line item numbered: 635.1. Motion by Kelly Nolan; second by Bridget A. Holdermann. Motion approved.

RESOLVED: I move that the Board of Directors approves a donation of \$250 to the Thomas House Family Shelter in Garden Grove. This motion requires the expenditure of Association funds as budgeted in line item numbered: 635.1. Motion by Karyn Lui-Silverberg; second by Thanh Nguyen. Motion approved.

RESOLVED: I move that the Board of Directors will spend \$100 for each of the 3 staff members in order to purchase gift cards as a holiday gift. This motion requires the expenditure of Association funds as budgeted in line item numbered: 665. Motion by Karyn Lui-Silverberg; second by Susan Hansen. Motion approved.

RESOLVED: I move that we add 2 people to attend the Issues Conference in January 2017 with expenses paid per GGEA Conference Guidelines. This motion requires the expenditure of Association funds as budgeted in line item numbered: 615.9. Motion by Susan Hansen; second by Karyn Lui-Silverberg. Motion approved.

REPORTS

The following reports were given:

1. **LEADERSHIP:** Kelly Nolan attended the NCUEA Conference and Cami Walker, GGEA IPD Chairperson, attended as well presented the "Building Equity Through Relationships";
2. **MEMBERSHIP:** Reps will be getting a USB adapter and pen at next council meeting;
3. **NEGOTIATIONS:** report shared by Bargaining Chair;
4. **ELEMENTARY SEGMENT:** talked about report card; some schools still need LA materials;
5. **INTERMEDIATE SEGMENT:** discussed modernization;
6. **HIGH SCHOOL SEGMENT:** discussed calendar issues;
7. **ORGANIZING:** no chair;
8. **COMMUNICATIONS:** updated our new logo to match colors of Advocate; IMAD submittals be sent in digital format; remind committees to update web pages;
9. **NEW TEACHER:** new teachers invited to "How to Survive an Evaluation";
10. **COMMUNITY ACTION:** no report;
11. **RETIREMENT:** working on revamping Retirement party;
12. **HUMAN RIGHTS:** no report;
13. **SPED:** task force meeting Jan 9; May 1 for CTA training;
14. **SCHOLARSHIP:** no report;
15. **PIC:** no report;
16. **RULES AND ELECTIONS:** no report;
17. **HEALTH AND SAFETY:** no report;
18. **IPD:** no report;
19. **GRIEVANCE:** report provided;
20. **EAC:** no report.

BOARD DISCUSSION

- Concern with Outdoor Science Camp scheduled during parent conferences
- Request made that consult members be reminded in an email about the minority report
- Question about why GGEA is connected to CTA and NEA

ANNOUNCEMENTS

12/7 New Teacher Training @ GGEA 3:30
 12/9 Bargaining
 12/13 GGUSD School Board Mtg. and Swearing in 7 pm @ 5th Floor
 12/14 Rep/Principal Training 8-2:30 @ Edgar

Board of Directors meeting:	Jan. 3, 2016	3:30 pm GGEA office
Next Board of Education meeting:	Dec. 13, 2016	7:00 pm District office
Next Segment meetings:	Dec. 13, 2016	3:15 pm GGEA office
Next Representative Council meeting:	Dec. 13, 2016	3:30 pm GGEA office

The meeting adjourned at 7:18 p.m.

Respectfully submitted,


 Rebecca Koopowitz, Secretary



GARDEN GROVE EDUCATION ASSOCIATION

CALL TO ORDER/ADOPTION OF AGENDA

The regular meeting of the **Representative Council** of the Garden Grove Education Association, Inc. was called to order at 3:33 p.m. on Tuesday, Dec. 13, 2016 at the GGEA Office by President Tina Gurney.

A quorum was established at that time.

BOARD MEMBERS PRESENT: Tina Gurney, Kelly Nolan, Bridget Holdermann, Rebecca Koopowitz, Thanh Nguyen, Stefan M. Dirghalli, Mike Greer, Mark Sanchez, David Van Hoorebeke, Lucy Farmer, Susan Hansen, Karyn Lui-Silverberg, Debi Coleman, and Armon Akerboom (Executive Director).

BOARD MEMBERS ABSENT: none

APPROVAL OF MINUTES: The Rep Council accepted the Minutes for the Board of Directors dated Nov. 15, 2016.
The Rep Council approved the Minutes for the Representative Council dated Nov. 29, 2016.

Schools not represented and, therefore, with no vote: Bryant, Clinton, Enders, Excelsior, Garden Park, Gilbert, Hazard, Hill, Lawrence, Mark Twain, Monroe, Peters 4-6, Russell, Stanley, Sunnyside, Zeyen, VAPA, Fitz, Jordan ATP, Los Amigos, and Santiago.

PRESIDENT'S REPORT: The President's Report was received. Topics covered were: facilitated Rep/Principal Training; attended the CTA School Board dinner; read the Grinch story to Paine students with Dr. Mafi; made a site visit to Lake and a visit with all TOSAs.

TREASURER'S REPORT: The Treasurer's Report was received. Topic covered was:

RESOLVED: I move that Rep Council approve the November 2016 Treasurer's Report. Motion by Thanh Nguyen; second by Bridget A. Holdermann. Motion approved

EXECUTIVE DIRECTOR'S REPORT: The Executive Director's Report was received: Topic covered were: reviewed the Article 5 (regarding grievance) of the contract using ggea.org.

NETWORKING:

- A. Reps reviewed information about the different GGEA committees

NEW BUSINESS INFORMATION

- A. No IMAD Award this month
- B. GGEA Board Member Elect Walter Muñeton

REPORTS

The following reports were given:

1. **LEADERSHIP:** members reminded to refer to Weingarten Rights for disciplinary meetings; Kelly Nolan attended the NCUEA Conference and Cami Walker, GGEA IPD Chairperson, attended as well as presented "Building Equity Through Relationships"; Mike Greer and Bridget Holdermann reported on the LGBT Conference;
2. **MEMBERSHIP:** reps were gifted a pen and an usb hub;
3. **NEGOTIATIONS** chair shared the Negotiations Update and fielded questions;
4. **ELEMENTARY SEGMENT:** talked about report cards and parent reception of them; conferences went well; inquiry made about EDI questionnaire (teachers get paid); shared experiences with SST referrals;
5. **INTERMEDIATE SEGMENT:** no report;
6. **HIGH SCHOOL SEGMENT:** discussed modernization and need for outdated benchmarks;
7. **ORGANIZING:** shared School Board meeting flyer; next meeting Jan. 5;
8. **COMMUNICATIONS:** encouraged members to update GGEA webpage; next edition will come out in February and will

be taking articles until February 9th;

9. **NEW TEACHER:** new teacher training this month; Dec. 17th meeting is cancelled; next meeting Jan. 19;
10. **COMMUNITY ACTION:** meet every first Friday and currently planning Day of the Teacher contest;
11. **HUMAN RIGHTS:** no report;
12. **RETIREMENT:** meeting Jan. 10;
13. **SPED:** meeting on Jan. 9 as a Task Force;
14. **RULES AND ELECTIONS:** no report;
15. **IPD:** no report
16. **SCHOLARSHIP:** no report;
17. **PIC:** no report;
18. **GRIEVANCE:** no report;
19. **HEALTH AND SAFETY:** no report;
20. **EAC:** no report;

OTHER:

- A. Terry Shepard, member from Paine, announced 11th Annual Running with Todd and requested that members post a flyer

ANNOUNCEMENTS

- 12/14 Rep/Principal Training 8-2:30 @ Edgar
- 12/ 15 Executive Board Mtg.
- 12/19 - January 2 Winter Recess
- 1/6-1/8 OSCC Leadership Conference @ Palm Springs
- 1/9 SPED Task Force 3:30 @ GGEA
- 1/16 MLK Jr. Holiday @ GGEA
- 1/17 Board Meeting 3:30
- 1/20-23 CTA Issues Conference in Las Vegas

Board of Directors meeting:	Jan. 3, 2016	3:30 pm GGEA office
Next Board of Education meeting:	Dec. 13, 2016	7:00 pm District office
Next Segment meetings:	Jan. 10, 2016	3:15 pm GGEA office
Next Representative Council meeting:	Jan. 24, 2016	3:30 pm GGEA office

The meeting adjourned at 4:52 p.m.

Respectfully submitted,


Rebecca Koopowitz

Garden Grove Education Association
Approved Budget 2016-2017

<u>INCOME</u>		<u>BUDGET</u>		<u>As of Dec 31, 2016</u>	
410	Dues	\$ 331,500.00	1950@\$170	\$ 269,518.74	81%
420	CTA Rebate	\$ 343,431.00	AvgFDE1972	\$ 86,040.00	25%
430	NEA Rebate	\$ 39,148.00		\$ 9,979.50	25%
	SUB TOTAL	\$ 714,079.00		\$ 365,538.24	51%
416	CD Interest Income	\$ 3,000.00		\$ 906.73	30%
653.1/.2	IFT Awards from CTA	\$ 40,000.00		\$ 40,000.00	100%
110	Reserves	\$ 146,388.73		\$ (895.78)	-1%
	NET INCOME	\$ 903,467.73		\$ 405,549.19	45%

EXPENSES

GOVERNANCE

GOAL - Support an Efficient and Effective Organization

505	President's Expense	\$ 3,500.00		\$ 292.67	8%
510	Board of Director's Expense	\$ 4,000.00		\$ 930.20	23%
520	NEA/RA Convention	\$ 26,500.00		\$ (100.00)	0%
525	NCUEA membership	\$ 450.00		\$ 420.75	94%
530	CCUEA/LUAC	\$ 300.00		\$ 100.00	33%
535	Orange Service Center Council	\$ 400.00		\$ -	0%
536	CTA State Council	\$ 3,000.00		\$ -	0%
540	Room Rental	\$ 300.00		\$ -	0%
545.1	Meals/Refreshments	\$ 8,000.00		\$ 3,401.74	43%
545.2	Elementary Segment	\$ 500.00		\$ 105.00	21%
545.3	Intermediate Segment	\$ 400.00		\$ 100.00	25%
545.4	High School Segment	\$ 300.00		\$ 300.00	100%
545.5	Rep Council	\$ 4,000.00		\$ 1,151.38	29%
570	Miscellaneous (incl. Petty Cash)	\$ 250.00		\$ 24.84	10%
	SUB TOTAL	\$ 51,900.00		\$ 6,726.58	13%

PROGRAMS AND SERVICES

PUBLICATIONS

GOAL - Communicate Effectively with our Members

605.1	ADVOCATE	\$ 8,750.00		\$ 807.00	9%
605.3	Web Page Maintenance	\$ 3,500.00		\$ -	0%
605.4	Web Page Design	\$ 1,000.00		\$ -	0%
605.5	Tech Support	\$ 6,000.00		\$ -	0%
610.2	Other Publications	\$ 500.00		\$ 568.90	114%
611.2	Reference Materials	\$ 300.00		\$ -	0%
	SUB TOTAL	\$ 20,050.00		\$ 1,375.90	7%

Garden Grove Education Association

Approved Budget 2016-2017

LEADERSHIP TRAINING**GOAL - Develop Strong Leadership**

615.1	Fall Leadership Conference	\$ 3,000.00	\$ 840.00	28%
615.2	Board of Directors Training	\$ 7,000.00	\$ 4,845.44	69%
615.3	CTA Reg IV Leadership Conf.	\$ 6,000.00	\$ -	0%
615.4	CTA President's Conf	\$ 3,000.00	\$ -	0%
615.55	NEA Pac Region Ldrshp Conf.	\$ 3,000.00	\$ -	0%
615.8	Leadership Development	\$ 3,500.00	\$ 68.65	2%
615.9	CTA Issues Conference	\$ 7,500.00	\$ -	0%
615.10	Equity & Human Rights Conf	\$ 8,000.00	\$ -	0%
615.11	Region IV Political Academy	\$ 500.00	\$ -	0%
615.12	Summer Institute	\$ 2,500.00	\$ (75.00)	-3%
615.13	NCUEA Conferences	\$ 4,500.00	\$ 2,606.90	58%
615.14	GLBT Conference	\$ 3,000.00	\$ 555.43	19%
616	Special Conferences	\$ 4,000.00	\$ 1,501.82	38%
617	Good Teaching Conference	\$ 10,000.00	\$ 206.40	2%
	SUB TOTAL	\$ 65,500.00	\$ 10,549.64	16%

MEMBERSHIP**GOAL - Promote and Protect the Rights of our Members**

625.1	Membership Promotion	\$ 1,000.00	\$ 51.74	5%
625.2	CTA Retired Dues	\$ 3,000.00	\$ -	0%
625.4	School Site Visits	\$ 3,000.00	\$ 774.31	26%
626	New Teacher Programs	\$ 3,000.00	\$ 1,055.00	35%
627	Rules & Elections	\$ 1,000.00	\$ -	0%
632	Surveys	\$ 500.00	\$ -	0%
633	Negotiations/Bargaining Team	\$ 5,000.00	\$ 1,431.18	29%
	SUB TOTAL	\$ 16,500.00	\$ 3,312.23	20%

COMMUNITY ACTION**GOAL - Develop a Stronger Presence Throughout the Community**

635.1	Public Relations (Charities)	\$ 1,500.00	\$ 940.00	63%
635.2	Community Action Projects	\$ 1,500.00	\$ -	0%
635.3	Chamber of Commerce	\$ 200.00	\$ 159.00	80%
635.4	"I Make A Difference"	\$ 1,500.00	\$ 80.00	5%
635.5	Day of the Teacher Projects	\$ 1,000.00	\$ -	0%
635.7	Community Organizing	\$ 1,000.00	\$ -	0%
635.8	Intradistrict Relations (ROP)	\$ 1,000.00	\$ -	0%
635.9	Community Contacts(School Board)	\$ 1,000.00	\$ 502.67	50%
635.10	Lobbying Programs	\$ 499.00	\$ -	0%
635.11	Crisis Fund	\$ 6,000.00	\$ -	0%
112	EAC Fund	\$ 19,500.00	\$ 3,976.00	20%
	SUB TOTAL	\$ 34,699.00	\$ 5,657.67	16%

Garden Grove Education Association
Approved Budget 2016-2017

GGEA COMMITTEES

GOAL - Empower our Membership and Increase Leadership Opportunities

640	Special Ed Committee	\$ 2,000.00	\$ -	0%
645	Retirement Programs and Projects	\$ 300.00	\$ 15.00	5%
651	Organizing Committee	\$ 3,000.00	\$ 607.50	20%
652	Human Rights Workshops	\$ 1,000.00	\$ -	0%
653	IPD Committee	\$ 10,000.00	\$ 3,015.00	30%
653.1	IFT/CTA Grant- Murdy	\$ 20,000.00	\$ 8,544.92	43%
653.2	IFT/CTA Grant- Morningside	\$ 20,000.00	\$ 3,975.82	20%
655	Service Committees (Scholarship)	\$ 500.00	\$ -	0%
	SUB TOTAL	\$ 56,800.00	\$ 16,158.24	28%

TRIBUTES AND RECEPTIONS

GOAL - Recognize our Memberships' Efforts

660.2	Retirement Tribute	\$ 3,000.00	\$ -	0%
660.3	"WHO" Awards	\$ 1,500.00	\$ -	0%
660.4	Board of Directors Installation	\$ 2,500.00	\$ -	0%
660.5	Recognition Reception	\$ 6,000.00	\$ -	0%
660.6	Other Tributes	\$ 300.00	\$ -	0%
660.7	Nurse Appreciation	\$ 300.00	\$ -	0%
618	Special Projects	\$ 1,000.00	\$ -	0%
619	Jim Wicker Scholarship Fund	\$ 12,000.00	\$ 2,000.00	17%
665	Association Hospitality	\$ 4,000.00	\$ 175.75	4%
667	Released Time (Chargeable)	\$ 6,000.00	\$ -	0%
668	Released Time (Non-Chargeable)	\$ 2,000.00	\$ -	0%
680	Individual Legal Services	\$ 2,700.00	\$ 900.00	33%
	SUB TOTAL	\$ 41,300.00	\$ 3,075.75	7%

OFFICE AND OPERATIONS

GOAL - Establish and Maintain an Effective Office Operation

705	Office Equipment/Furniture	\$ 3,500.00	\$ 82.96	2%
710	Supplies	\$ 9,000.00	\$ 3,506.77	39%
715	Computer Software	\$ 1,500.00	\$ 415.66	28%
720	Regular Postage	\$ 500.00	\$ 162.25	32%
730	Telephone	\$ 9,000.00	\$ 2,011.14	22%
740	Insurance	\$ 750.00	\$ -	0%
745	Property Tax	\$ 600.00	\$ -	0%
750	Accounting	\$ 7,500.00	\$ 500.00	7%
760	Rent	\$ 72,319.50	\$ 22,953.00	32%
770	Equip Maintenance/Copier	\$ 5,000.00	\$ 768.28	15%
780	Bank Service & Check Chgs	\$ 400.00	\$ 100.00	25%
	SUB TOTAL	\$ 110,069.50	\$ 30,500.06	28%

Garden Grove Education Association
Approved Budget 2016-2017

PERSONNEL

GOAL - Attract and Retain Quality Employees

810.1	Executive Director Salary	\$ 120,618.15	\$ 40,730.05	34%
810.2	Executive Director H & W	\$ 11,113.80	\$ 3,682.52	33%
810.3	Executive Director Payroll Tax	\$ 9,365.55	\$ 3,208.30	34%
810.4	Executive Director Retirement	\$ 59,705.95	\$ 20,843.65	35%
810.5	Executive Director Expense	\$ 5,000.00	\$ 589.79	12%
810.6	Executive Dir.Training/Travel	\$ 5,000.00	\$ 542.11	11%
810.7	Executive Director Auto	\$ 3,600.00	\$ 1,200.00	33%
820.1	Associate Staff Salaries	\$ 128,264.61	\$ 43,448.18	34%
820.2	Associate Staff H & W	\$ 50,759.26	\$ 16,129.31	32%
820.3	Associate Staff Payroll Tax	\$ 21,731.65	\$ 7,317.70	34%
820.4	Associate Staff Mileage	\$ 500.00	\$ 97.85	20%
820.5	Associate Staff Retirement	\$ 68,760.66	\$ 24,106.52	35%
820.6	Associate Staff Training	\$ 500.00	\$ -	0%
830.1	President Stipend (10% of Col5,Step13)	\$ 10,229.60	\$ 3,068.88	30%
830.2	President Payroll Tax	\$ 2,900.00	\$ (566.16)	-20%
840	Workers' Comp Insurance	\$ 4,500.00	\$ 1,000.50	22%
845	Liability Insurance	\$ 4,100.00	\$ 3,872.00	94%
	SUB TOTAL	\$ 506,649.23	\$ 169,271.20	33%
	TOTAL EXPENSES	\$ <u>903,467.73</u>	\$ <u>246,627.27</u>	27%

NET INCOME/(LOSS) \$ - \$ 158,921.92

Current Asset Balances		12/31/2016	
CD's	\$ 755,967.37	EAC	\$ 183,045.00
Checking	\$ 184,759.91		
Savings	\$ 306,917.25		
Total Assets	\$ <u>1,247,644.53</u>		

Exp. Life Reserves

5-7 years	Copier (\$4000 yr)	\$ 13,251.00
5-7 years	Telephone System (\$4000 yr)	\$ 35,566.00
4 years	Computers- Assoc Staff (\$500x2)	\$ 1,029.00
4 years	Computer - President (\$500 yr)	\$ 2,125.00
3-5 years	Computer - Exec. Director (\$500)	\$ 2,210.00
3-5 years	Computer - Advocate/Committees	\$ 2,446.00
3-5 years	Printers (\$1000 yr)	\$ 4,500.00
10 years	Furniture (\$1000 yr)	\$ 4,000.00
	Building Fund	\$ 400,000.00
	Accrued Wages/Vacation/Sick	\$ 80,668.00
	President's Salary - 1 yr. est	\$ 105,000.00
	Total Reserves To-date	\$ <u>650,795.00</u>